



U.S. Department of Justice
Civil Rights Division

NOTICE OF RIGHT TO SUE WITHIN 90 DAYS

VIA EMAIL

950 Pennsylvania Avenue, N.W.
Karen Ferguson, LMP, PHB, Room 4701
Washington, DC 20530

October 28, 2020

Ms. Rhonda Daniels
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson
No. 423202001671

Dear Ms. Daniels:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

If you choose to commence a civil action, such suit must be filed in the appropriate Court within 90 days of your receipt of this Notice.

The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

This Notice should not be taken to mean that the Department of Justice has made a judgment as to whether or not your case is meritorious.

Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division



by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

October 28, 2020

Mr. Keith Freeman
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson
No. 423202001672

Dear Mr. Freeman:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

October 28, 2020

Ms. Ucona Carter
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson
No. 423202001673

Dear Ms. Carter:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson



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VIA EMAIL

950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

September 29, 2020

Ms. Pamela Rigby
c/o Abby Robinson, Esquire
Abby Robinson & Assocs. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001632

Dear Ms. Rigby:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMD, PHR, Room 4701
Washington, DC 20530

September 29, 2020

Mr. Garry Arthur
c/o Abby Robinson, Esquire
Abby Robinson & Assoc's. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001631

Dear Mr. Arthur:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action against the above-named respondent under: Title I of the Americans with Disabilities Act of 1990, 42 U.S.C. 12111, et seq., and, Title V, Section 503 of the Act, 42 U.S.C. 12203.

If you choose to commence a civil action, such suit must be filed in the appropriate Court within 90 days of your receipt of this Notice.

The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

September 29, 2020

Ms. Mamie Barrett
c/o Abby Robinson, Esquire
Abby Robinson & Assocs, Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001630

Dear Ms. Barrett:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

September 29, 2020

Ms. Amelia Bolton
c/o Abby Robinson, Esquire
Abby Robinson & Assocs. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001635

Dear Ms. Bolton:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.



U.S. Department of Justice
Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHM, Room 4701
Washington, DC 20530

September 29, 2020

Ms. Tammie Heard
c/o Abby Robinson, Esquire
Abby Robinson & Assocs. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001636

Dear Ms. Heard:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.



U.S. Department of Justice
Civil Rights Division
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VIA EMAIL

950 Pennsylvania Avenue, N.W.
Karen Ferguson - EMP. PHD. Room 4701
Washington, DC 20530

September 29, 2020

Ms. Pamela Rigby
c/o Abby Robinson, Esquire
Abby Robinson & Assocs. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001632

Dear Ms. Rigby:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.





U.S. Department of Justice

Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EEOC, PHB, Room 4701
Washington, DC 20530

October 29, 2020

Mr. Lateef Skinner
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against Jackson Police Dept.
No. 423202100106

Dear Mr. Skinner:

Because you filed the above charge with the EEOC, the Commission has determined that it will not be able to file a lawsuit on your behalf within 180 days of the date the Commission assumed jurisdiction. The Commission has determined that it will not file any lawsuit(s) based on the grounds that your attorney have specifically requested this Notice to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 2000e, et seq., against the above-named respondent.

If you choose to commence a civil action, such suit must be filed in the appropriate Court within 90 days of your receipt of this Notice.

The investigative file pertaining to your case is located in the EEOC Jackson Area Office, Jackson, MS.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
Jackson Police Dept.

EEOC
Completed



U.S. Department of Justice
Civil Rights Division

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VIA EMAIL

950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

October 29, 2020

Ms. Rakasha T. Adams
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against Jackson Police Dept.
No. 423202100110

Dear Ms. Adams:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Drelband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
Jackson Police Dept.



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Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

October 29, 2020

Ms. Cassandra L. Thomas
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against Jackson Police Dept.
No. 423202100109

Dear Ms. Thomas:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Dreihand
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
Jackson Police Dept.



U.S. Department of Justice
Civil Rights Division

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950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

October 29, 2020

Ms. Candace Ingram
c/o Abby Robinson, Esquire
Abby Robinson & Associates Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against Jackson Police Dept.
No. 423202100107

Dear Ms. Ingram:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
Jackson Police Dept.



U.S. Department of Justice
Civil Rights Division

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VIA EMAIL

950 Pennsylvania Avenue, N.W.
Karen Ferguson, EMP, PHB, Room 4701
Washington, DC 20530

September 29, 2020

Mr. Craig Crowley
c/o Abby Robinson, Esquire
Abby Robinson & Assocs. Law Firm
227 E. Pearl Street
Jackson, MS 39201

Re: EEOC Charge Against City of Jackson, Police Dept.
No. 423202001634

Dear Mr. Crowley:

Because you filed the above charge with the Equal Employment Opportunity Commission, and the Commission has determined that it will not be able to investigate and conciliate that charge within 180 days of the date the Commission assumed jurisdiction over the charge and the Department has determined that it will not file any lawsuit(s) based thereon within that time, and because you through your attorney have specifically requested this Notice, you are hereby notified that you have the right to institute a civil action under Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et seq., against the above-named respondent.

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Sincerely,

Eric S. Dreiband
Assistant Attorney General
Civil Rights Division

by /s/ Karen L. Ferguson
Karen L. Ferguson
Supervisory Civil Rights Analyst
Employment Litigation Section

cc: Jackson Area Office, EEOC
City of Jackson, Police Dept.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Robert M. Watts, Jr.**
9315 Fort Hamilton Pkwy Apt. C2A
Brooklyn, NY 11209

From: **Jackson Area Office**
Dr. A. H. McCoy Federal Building
100 West Capital Street, Suite 338
Jackson, MS 39269



On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

423-2020-00575

Kimberly J. Knighten,
Enforcement Investigator

(769) 487-8916

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

- NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit must be filed **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission
Eszean McDuffey

Dr. A. H. McCoy Federal Building
 Jackson Area Office
 100 West Capital Street, Suite 338
 Jackson, MS 39269
 Date: 09-18-2020

Enclosures(s)

Eszean S. McDuffey,
Area Director

09-18-2020

(Date Mailed)

cc:

Carrie Johnson
Sr. Deputy City Attorney
CITY OF JACKSON
Office of the City Attorney
P.O. Box 2779
Jackson, MS 39207